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MODERN ASSOCIATION AND RAILROADING.

THE RAILWAY ORDERS AND LABOR UNIONS' ASSOCIATION OF NORTH AMERICA

To be organized by the representatives of said orders, assembled purposely in convention, to include all branches of white laboring men, for the aid of the above orders financially, by issuing shares to each member for creating a fund for the purchasing or building and operating of street and steam railways, telegraph and telephone lines, factories and mills, and the establishment of steamship lines to all important seaports of the world. Articles of association are as follows :

I.

This Association shall be known in name and style as the Railway Orders and Labor Unions' Association of North America, with the following general officers: President, First Vice-President, and General Manager ; Treasurer (put under a heavy bond); Chief Counsel (the best that can be had).

II.

The President will have the authority to handle all business, and, acting with the First Vice-President and Chief Counsel, will purchase street and steam railways, telegraph and telephone lines, factories and mills, and establish steamship lines, and when necessary build street and steam railways, telegraph and telephone lines, factories and mills.

III.

The First Vice-President and General Manager will direct and manage the operation of all property of this Association and will have the authority to employ managers and superintendents when

necessary, and in case the President is absent from duty said Vice-President shall serve and fill his office, attending to all business of this Association.

IV.

The Chief Counsel will give legal advice to the officers and act with them when necessary, and direct and handle all legal business of this Association, and when necessary will employ assistance.

V.

The Treasurer of the Association will receive all money and pay out same on being authorized by the President, and will issue certificates of stock to the banks for the sale of same, and will sell shares to the members when requested by them. When the Association has a chance to purchase valuable property, and there is not sufficient money in the treasury to make the purchase, the Treasurer will be authorized by the President to issue a special sale of shares to all members.

VI.

The Association members of each town or city shall meet annually and elect one Director. The Directors will meet and declare an annual dividend on all shares, and elect general officers and a Board of Inspectors, to consist of five members, for the inspection of the books, property and all business of this Association and make a report of same to all members annually. Said Board of Inspectors shall have the authority to remove any officer if his services prove detrimental to the best interests of the Association. Said Directors shall hold office until re-elected or succeeded by regularly elected Directors. The meetings of the Board of Directors of this Association may be held in the city of New York or elsewhere, as shall be provided by the By-Laws of this Association.

VII.

Each town or city to elect a Director must have two hundred or more members, but with less than two hundred the members can vote for Director with the nearest town of two hundred members.

VIII.

Until regular Directors are elected the President will appoint one agent in each town or city of any importance. Said agent must be a prominent laboring man and give bond and hold office until regular Directors are elected. Agents will solicit members and business in general and will be allowed a commission on same.

IX.

Agents of this Association will be required to give bond or make a deposit of money to the bank agents equal to the amount of shares to be taken out. The bank will issue said shares to the agent for the sale of same. When shares are all sold by agent he will return his receipt-book of stock sold, which the bank will forward, with all money for membership and stock, to the Treasurer of this Association.

X.

Officers and agents, where their duties require them to handle the money of this Association, shall be put under a heavy

bond. Should any officer, agent or member be found embezzling the money of this Association they shall be prosecuted to the full extent of the law, and shall forfeit their membership and all money invested in this Association.

XI.

The stockholders of this Association, or Directors or Board of Inspectors, whenever and for such length of time as the stockholders shall so elect, shall have power to make from time to time such prudential by-laws for the government of this Association as may be necessary by a two-thirds vote of their entire number. The Directors shall have power at any time to revoke any such by-laws or to amend the same in any respect.

XII.

The stock of this Association shall be common ; no preferred stock shall be issued. Said common stock shall be issued at the par value of one dollar ($1.00) each, and shall be non-assessable ; said com-

mon stock to be entitled to a dividend out of the net earnings of this Association over and above the operating expenses.

XIII.

The membership fee shall be fifty cents a month in advance. Any one to become a member must be a member of some labor union or recommended by two union members and must be a laboring man. All money collected for membership fees over and above the expense of running this Association will be put into a reserve fund to repurchase shares of members that become dissatisfied.

XIV.

Any member becoming dissatisfied can draw out his money invested in shares by presenting his certificate of stock to the bank and agents of this Association. The bank will repurchase shares only on being authorized by the Treasurer of this Association.

XV.

This Association will issue shares at one dollar ($1.00) each to all members.

Should any member become dissatisfied, the Association will buy his shares at one dollar ($1.00) each. After this Association gets its money invested all net earnings will be paid out in annual dividends to all members holding shares.

XVI.

Members must be shareholders one year before they can draw dividends on their shares. They will then receive dividends on their shares and their portion of dividends on shares held by the Association purchased from dissatisfied members.

XVII.

Members of this Association must be shareholders eighteen months before they will be allowed to withdraw their money invested in shares, and will forfeit all membership fees, rights and privileges as a member, but can take out membership at any time in the future if they so desire.

XVIII.

This Association will have the banks to handle the sale of shares to the members

only. Said banks will be allowed to collect a commission on each share sold. Members must take out one or more shares a month, said shares not transferable ; must be bought back by this Association and held for the benefit of all the shareholders by paying dividends on them to all shareholders.

XIX.

Each member will be required to pay a small specified commission on each share purchased from the banks or agents of this Association ; but members purchasing shares directly from the Treasurer of this Association will not be required to pay a commission on shares purchased.

XX.

Members of this Association holding one hundred or more shares will be entitled to vote for Directors and will have a voice in the affairs of this Association. All under one hundred shares will not be allowed a vote, but all members holding one hundred or more shares will be entitled to one vote only.

XXI.

When special sale of shares is ordained by the President, if any members have not sufficient money to purchase them, they may have other members to purchase their portion of shares, and whenever this Association has a chance to purchase valuable property and there is not sufficient money in the treasury to make the purchase, the President will authorize the Treasurer to issue a special sale of not less than five (5) or more than ten (10) shares to each and all members to provide the necessary funds to make the purchase of property. Said special sale of shares shall be issued only when it is very urgently necessary, and not oftener than once every two months. All members will be required to purchase the special shares issued to them. This special sale of shares will be necessary to acquire the ownership or controlling interest in property. With a large membership will be able to raise any amount of money necessary.

XXII

This Association will create a fund to be known as a reserve fund. All *money collected for membership fees over and above* the expenses of running this Association shall be put in this fund and held for the repurchasing of shares from dissatisfied members. All shares purchased shall be held and a dividend paid to all members from the net earnings of said shares.

XXIII.

This Association will not levy assessments on members, but if the membership fee of fifty cents per month does not furnish sufficient money, the membership fee will be increased to one dollar ($1.00) a month to defray the necessary expenses of the Association.

XXIV.

Officers of this Association shall remain in office until re-elected or succeeded by regularly elected officers, but if any officer's conduct or services prove detrimental to the best interests of the Association, he shall be removed at once and a compe-

tent man appointed by the Board of Inspectors to fill his office. Said Board of Inspectors will have absolute authority to remove any officer if his services prove unsatisfactory.

XXV.

It will be the aim and purpose of this Association to work for the best interests of the members, using its best efforts to get better wages and less work hours per day. The Association if possible will purchase property and operate it favorable as possible to the employees and public in general. This Association, when called on by members, will use its best efforts to adjust grievances of the members of this Association arising between employer and employees.

XXVI.

In the operation of any property by this Association it will be the aim and purpose to give members preference in regard to employment, but they will be held strictly accountable for any neglect of duty, and will be subject to a strict discipline. Each employee will be in line of promotion according to their seniority right.

XXVII.

It will not be the policy of this Association to loan money, but must be the exclusive owner or hold a controlling interest in all property for the best interests of all members of this Association.

XXVIII.

The plan of this Association is to include all branches of white laboring men organized for acquiring the ownership or controlling interests in street and steam railways, telegraph and telephone lines, factories and mills, and the establishment of steamship lines to all important seaports of the world. Some may say this cannot be successfully accomplished by laboring men, which it can be very easily accomplished by each laboring man joining this Association and putting in a few dollars each month, which will bring them returns for their money invested and protection for their labor, and should they get dissatisfied they can draw out all their money invested in shares, therefore not losing anything in giving this Association a trial to better their condition.

This Association can employ officials to operate all properties owned by the Association as successfully as any of the capitalist. All men that handle money of the Association must be put under a heavy bond to insure success, therefore making the Association a sound and safe business for laboring men to invest their money.

The Association will have the banks to handle the sale of shares to members. Therefore making it convenient for the laboring class to take out stock and hold membership in this Association. Will also have one agent in each town or city of any importance to solicit members and attend to all business until directors can be elected by the members. When Directors are elected they will fill the office of agent in addition to their other duties. Laboring men that do not care to take out membership and shares from the bank can purchase them from the Treasurer of the Association. There are a great many laboring men that are not members of any labor orders, which I am satisfied would join this Association

as soon as organized, and would invest a portion of their earnings for the betterment of their condition by taking out shares in this modern Association, which is something the laboring class need to cope with the modern Association plans of capitalist. The capitalists are trying and working hard to get better organized, and are meeting with success which will better their condition. They are not organizing to better the condition of the laboring class. The laboring class must look out for themselves, and not hold back and wait for the capitalists to better their condition. The capitalists are organizing for their own protection, and as American citizens the capitalistic class, and laboring class have a right to organize and protect themselves. The laboring class, if they ever expect to accomplish anything, must organize a more modern Association to work in harmony with their present organizations, which this Association plan gives. It unites all classes of laboring men in one great National Business Association, allowing each branch of labor to maintain their separate organizations.

Laboring men generally are holding back, waiting for legislation to better their condition, which is very difficult to get in their favor. If they are successful, the next thing is to get the laws inforced. This Association must select the most practical, efficient officials, that can be found, paying them a handsome salary for their good services. The Treasurer must be a practical, competent man, with a good record for dealing honestly, and must give a heavy bond. The Directors will be elected by the members and must be competent men. They will elect a Board of Inspectors to inspect the books and all business, and watch the officials and employees, and see if they all attend to their duties, and make their annual report with the official report to all members.

The Association will issue shares to all members at one dollar each, and members must take out one or more shares each month.

With several million members, the Association can raise any amount of money necessary, and by issuing a special

sale ot shares the Association can acquire the ownership or controlling interest in any property at any time. The shares will be non-assessable and entitled to a dividend out of the net earnings over and above the operating expenses of all properties owned by the Association. Members that get dissatisfied and draw out, the Association buys their shares and holds them for the benefit of other members by paying a dividend out of their earnings to all members. Therefore each member that draws out benefits financially all other members. Members that draw out can take out membership any time in the future if they so desire.

Members cannot put their money in this Association one day and draw it out the next. The Association has an article that allows members to draw their money out in eighteen months from date of investment, and they must be shareholders one year to draw dividends on their shares; this provision protects the Association and members that wish to remain in the Association. Members that wish to have a vote and a voice in the affairs of the Associa-

tion must be holders of one hundred or more shares; this insures a good membership, and would probably be better to raise the limit higher. Some may say a few men would get in the Association and run it by buying up several thousand shares. They can buy all the shares they wish, and then they have only one vote, and not any more authority than the man that holds one hundred shares; therefore the man holding one hundred shares has just as much voice in the affairs of the Association as the man holding several thousand shares, but the man with several thousand shares draws a much greater dividend from the net earnings of the Association than the man with one hundred shares, and each member has the same equal protection. In the operation of property by the Association members will be given preference in regard to employment, therefore insuring them a future position and better wages, and less hours of work if possible, and some of the profits that their labor produces; which at the present time organized capital is receiving all profits that labor produces.

Some may say that organized labor will never be successful in business, but organized labor with capital in business should be more successful than organized capital, as organized capital is compelled to depend on organized labor and combat with them. Therefore the result is many labor strikes and no one materially benefited, while the public in general is a great sufferer of labor strikes, caused by one or the other being very obstinate, and will not reason matters properly.

This Association will check the strike question, as in time the employees will be the owners of property through this Association, and they can settle their own troubles, which will be a great boon to the people in general. The Board of Inspectors to be elected must be practical, competent men selected from the Directors or other members, and must always be on the alert, inspecting the business and property and see that the officials and employees are attending to their duties. Laboring men have handled their labor organizations with insurance departments very successfully, which proves

we have some practical, competent men, and shows we can go a step higher in organizing a more modern Association. Laboring men have as much brains as capitalist, if they will start to using them and practice up and get the experience. We find the capitalists always on the alert trying to make money and attending strictly to business, keeping a close eye on their property and protecting themselves in every way they possibly can.

Some may say it would be a good idea for this Association to have the insurance department, and insure the members, giving them a good rate of insurance, which is not a good idea. It is best for our present labor organizations to handle the insurance. Some may say it would be a good idea to loan money, which it is not, as some official could take the advantage and fill his pockets, and the Association would go bankrupt. Our plan is to be owners of valuable properties only, buying and paying a reasonable price for same. All property purchased by the Association must be held permanently.

Some may say that it will be difficult

for the Association to purchase stocks, which it will not. This Association can buy as easily on the market as the capitalist can buy, and get control of most any property they wish.

Bankers and stock-brokers will purchase stock for this Association, when paid for their services, as readily as they purchase stocks for the capitalist. This Association will not speculate with stocks on the market; stocks must be purchased and held permanently. This Association will furnish a good, safe business for the laboring class to invest their surplus earnings, which will bring them returns on their money and give them protection for their labor.

A great many laboring men deposit their surplus earnings in the banks, and do not get any returns on their money, while a great many banks fail, and laboring men generally are the heaviest losers. It is the bankers' business to induce people to deposit their money, so they can loan it out at a high rate of interest and pay the depositor a very low rate of interest, if they pay any, therefore it is very essen-

tial for the future welfare of laboring men in general that they should join this Association soon as organized and protect themselves.

The idea of this Association is not to discourage, but encourage railway orders, and labor unions, and laboring men in general, by aiding them financially and by purchasing property and operating same to improve the condition of laboring men. We furnish the labor and capital, therefore becoming one of the greatest of all organizations in the world.

EXPLANATION OF A RAILWAY TIME-CARD.

The time-card is for the information and government of employees only, and is the general law governing the arriving and leaving time of all regular trains at all stations.

Each time-card from the moment it takes effect supersedes the preceding time-card and all special instructions relating thereto, and trains shall be run as directed thereby, subject to the rules. All regular trains on the road running according to the preceding time-card shall, unless otherwise directed, assume the times and rights of trains of corresponding numbers on the new time-card. Time-cards give the names of special offices on the road for standard time for the movement of trains. When a new time-card takes effect, and has a new scheduled train that does not exist on the preceding time-

card, and the leaving time is earlier than the date the time-card takes effect, this train cannot run when a new time-card takes effect and has two scheduled trains of same number and same date, but one has an early leaving time and the other a later leaving time, these trains cannot run. But when a new time-card takes effect at 12.01 a. m. and has a scheduled train No. 24 leaving at 12.30 a. m. and the preceding time-card has a scheduled train No. 24 leaving at 11.30 p. m., both these trains can run the date, the new time-card takes effect, the first one assuming the time and rights on the new time-card from the preceding time-card, and the second train of the new time-card can run on its own time and rights, keeping five minutes behind the first train. Train No. 24 of the preceding time-card, assuming the time and rights on the new time-card, must carry green signals unless otherwise notified. If a second-class superior train meets a second-class inferior train which is the opposing train, both running on time, if the inferior train has green signals it does not concern the

superior, unless by a special-meeting order ; but if the superior train should be carrying green signals it concerns the inferior train, and it must keep the side track until those green signals are used. Regular or passing points are indicated on the time-card by figures in full-faced type. When two times are shown for a train at any station, the earlier is the arriving time, and the later the leaving time ; when but one time is shown in ordinary type it is the leaving time ; when but one time is shown in full-faced type it is the actual meeting or passing time ; when both the arriving and leaving times are shown in full-faced type it indicates that one or more trains are to be met or passed at or between those times. Regular trains twelve hours or more behind their schedule time lose all their rights ; a regular train which is delayed and falls back on the time of another train of the same class does not lose its rights, and can proceed on its own time and rights.

A train leaving a terminal or starting from a station when a train of superior class is due or overdue, must not proceed

only by special orders against such train, and the train register must be checked thoroughly before starting. A train leaving terminals or stations when a train of the same class running in the same direction is overdue, will proceed on its own time and rights regardless of the other train. Time-cards cannot be annulled by special message, but can be superseded by a number 31 telegraphic train order, or a red flag will supersede both time-card and 31 orders when properly used. All trains are designated as regular or extra. Regular trains are those represented on the time-card, and may consist of one or more sections; all sections of a train, except the last, must display signals. Extra trains are those not represented on the time-card. An engine without cars in service on the road shall display markers on rear of tender and be considered a train. All regular trains are classified on the time-card with regard to their priority of right to the track; trains of the first class being superior to those of the second and all succeeding classes; and trains of the second class being superior to those

of the third and all succeeding classes, and so on indefinitely. The terms passenger freight, or mixed, are descriptive, and do not refer to class. Extra trains may be distinguished as passenger extra or special, freight extra, work train extra. All extra trains are of inferior class to all regular trains of whatever class.

All trains of the same class, can leave terminals ahead of each other, and all trains of the same class overtaking each other on the road, can pass and run ahead of trains of their same class without special orders. All regular trains must not leave stations ahead of their leaving time. Extra trains may pass each other on the road when overtaken, and may also run around each other at terminals. Regular time-card trains cannot run ahead of time, they must be run as an extra.

EXPLANATION STANDARD TRAIN ORDERS.

A telegraphic train-order is a special manifold order, issued by the Train Master for the movement of trains in addition to the time-card. 31-orders and 19-orders are the standard forms. The form 31-order is white paper, the 19 form is green paper and are used as follows : A train of absolute right of track is a 31-order train, the opposing train of inferior right is the 19-order train. An absolute right train No. 38, if the dispatcher wants to make a meet with them with an opposing inferior train No. 37, both of same class, he will call up some office ahead of train No. 38 and have the operator to copy a 31-order for 38, and at the same time call up some office ahead of train No. 37, and have the operator to copy a 19-order for No. 37 train, No. 37 passes through the station the operator hand one 19 order to the Engi-

neer as he passes and hands one 19-order to the conductor as he passes by. This 19-order is signed by the operator, and not by the conductor. The train No. 38 arrives and stops at the office, where the order is out for them. The conductor signs the order which is a 31-order and delivers one copy to the Engineer and holds one himself, gives the Engineer a signal and they leave town. Trains are compelled to stop for 31-orders but are not compelled to stop for 19-orders. 31-orders must be signed by the conductor and operator. An extra train is a 19-order train, but their running orders must be a 31 order, signed by the conductor and operator. An order is no good unless it gives the train-master's signature and is dated and has the O. K., and complete. 19-orders are given to a 31-order train in the form of changing a meet with a train, or in the form of a wait order for a train to wait at some station, which favors the 31-order train, and they are not compelled to stop for the 19 order, as the operator hands it to them as they pass through the station.

When a train gets a meeting order with another train and arrives at the station and gets another order stating they will meet at the next station, this order should read instead of the first meeting point. When a train gets an order giving it right of track to a station against a first section of a train, and right of track against the second section from that station on, and the first section is met at a siding before the station is reached, the first section having made there on the other train running on time ; when this first section is met at the siding the train with right of track is tied up as, they have nothing on the second section from this siding on to the station.

When a work-train extra gets orders to work at a wreck, and is given right of track over all trains until wreck is clear between specified stations. Another train arrives at one of these stations and takes the side track and meets a passenger train that has passed by the wreck, the train in the siding gets an order to meet a train beyond the wreck, and also gets the order about the work train, which must be an-

nulled, as the train cannot proceed, the passenger train passing by the wreck shows the wreck was clear. The work train failed to report the wreck clear for all trains.

When a train arrives at a station where there is helper engines used to help trains over a hill and the train does not need any helper, but gets an order stating that an engine will run extra to this station and help this train up the hill, this order must be respected the same as a meet order. When a freight train is leaving a station and a passenger train is due, but this freight train gets an order stating that the passenger train is annulled to a station several stations beyond, the freight train cannot go until the passenger train is annulled clear through. When an extra train gets an order giving it right of track to a station against a second-class train, and there is another second class train that follows on the time-card which is not the same number, and this train is due, the extra train cannot go unless it gets orders against both trains, as trains of the same class can pass each

other when overtaken. When a regular time-card train is running late, and is almost twelve hours late, and gets an order to meet a regular train at the second station beyond, and after twelve hours late will run as an extra, if this train reaches the first siding over twelve hours late, they must go in the siding, as their meet with the regular train is void unless the order would read that after twelve hours late run extra and have right of track over all trains ; then they would meet the train as first stated, providing the regular train could make the station before the train they have orders to meet is twelve hours late ; if not they must take the first siding.

There are two forms of a standard-train order. One form gives the conductor's name and engine number, the other form gives the train number in figures and words and does not give the conductor's name and engine number. When running extras the engine number is used ; a right-of-track order reverses the rights of train to points specified in the order. The train losing its absolute right of track can make any station it can on the other train run-

ning on time. If it is an extra train the other train is tied up, unless the extra has waiting time at stations. When an extra train gets running orders and leaves town and gets out two miles and meets another extra train on the main line it is the dispatcher's fault; he has overlooked the extra and did not protect them with orders. When a train gets an order that train will wait at a station until a specified time. If the train cannot make the station it must make as far as it can until the time is up, and must then take the siding.

When a train is running as a first section and arrives at a station and gets an order stating that their running orders are annulled, and the operator gives them a clearance card as the regular schedule train, this train can proceed on as the regular train, as it is their running orders annulled and not the schedule train.

When a train having the absolute right arrives at a station and gets an order stating that a regular train and an extra train has right of track to there against them, and the regular train is on time, and this train can make the next siding

for the regular train on time, they cannot go, as the extra train ties them up, and must get a meet order with the extra before they can go.

When a passenger train is running on time and arrives at a station and gets an order stating that they will wait at a station until 7.25 p. m., and the passenger train's regular time on the time-card is 7.30 p. m., the passenger train must look out for mistakes of this kind or they would be running ahead of time.

When a work-train is ordered out they should always have limits and specified time stated in their orders; the limits should not be too extensive.

When a regular train gets an order stating that they will not pass a station without orders, and when they arrive at the station the operator gives them a clearance card, they must not go on that. They must have an order stating. "You may go," which allows them to proceed. When a train gets an order stating that there are two sections of a regular passenger train running, on arriving at the next station the train gets an order stating that the running order of

the passenger train is annulled and the regular passenger train is on time, then makes the next siding for the passenger train when they arrive, they have green signals and proceed on without the train in the siding learning why they were carrying signals ; the train in the siding can respect their orders and proceed on as the dispatcher or engineer has failed to take the signal down on the passenger train. In all cases of this kind respect the telegraphic train orders if there is no telegraph office convenient.

When an extra train gets an order giving them right of track to a station against another extra train, the extra train that has the right-of-track order arriving at the station—if the other extra train has not arrived, they can proceed on, as the other extra does not concern them ; but if the other extra arrived before the extra having right of track arrived at the station, they would be tied up, as they must respect the order the same as a meeting order. When a train gets an order stating. " We hold you until further orders," after some time the operator gives the train a

clearance card and tells them that is all, they may go, but the train cannot go, they must have an order stating. "No further orders. "You may go." When a train gets an order stating that passenger train will run late, and gets to the next station, and gets an order stating that the passenger train will wait at the next siding until a specified time, and the train gets to the siding and can go further to some other siding on the first order that the passenger train is running late on, and as the run-late order is not annulled, the train can make wherever it can on the run-late time, and not respect the wait order, which only furnishes a little reading matter. When a train gets an order stating that it must not pass a station until an extra train arrives, and the train arrives at the station, the extra is not there, but they get an order to meet the extra at the next siding, the train cannot go until the first order is annulled.

When an extra passenger train gets an order stating that it will run as a passenger special with the rights of a first-class train on the following schedule, which is

a supplement to the time-table, this creates a regular train, and they must not carry signals. Another passenger train gets an order stating they will run as a passenger special, assuming the times and rights of a regular passenger train, giving the number of the train, and will run six hours late, this train must not carry signals, but all trains on the road must have a copy of the order.

When a train of inferior right gets an order stating they will meet a train of superior right at a station, the train of inferior right arrives at the station, they get another order stating they will meet at the next siding instead of the first meeting point, and before leaving they get another order annulling the second order, and are informed that the superior-right train is on time, and they find they have plenty of time to make the next siding, the question is. Can they go ? They can, as they haven't any orders that concerns them with the superior-right train.

THE END.